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## NEEDS FOR AND ALTERNATIVES TO (NFAT)

**Provide a written response regarding TCN's experiences in relation to employment and ongoing training and some of the challenges they currently face.**

**Response provided by Cree Nation Partners:**

Mr. Victor Spence, on behalf of the Cree Nation Partners (CNP), offers the following overview with respect to challenges associated with Keeyask training and employment.

- The Hydro Northern Training and Employment Initiative (HNTEI) ended in 2009. HNTEI provided training for 642 CNP Members and included funding for CNP of approximately \$20 Million.
- Following HNTEI, the Keeyask Cree Nations (KCN) and Manitoba Hydro worked collaboratively to secure additional pre-project training funds from government with little or no success to date.
- The Keeyask Infrastructure Project DNCs have resulted in employment and on-the-job training opportunities for several hundred KCN Members.
- CNP Members who participated in HNTEI received very little work on Wuskwatim, especially as apprentices in the Designated Trades. CNP believe this can be improved for Keeyask by working closely with Hydro and the various contractors to ensure successes from KIP are carried forward into the construction of the Generating Station.
- CNP recognize the need for a skilled and experienced workforce to complete the work, especially in the Designated Trades. Many CNP Members do not currently have the skills required by Contractors to secure employment on Keeyask. CNP are hopeful that on-the-job training opportunities will allow increasing numbers of workers to develop the skills needed during the construction of Keeyask, providing a foundation for Members to be future “workers of choice” for Hydro and other work across Manitoba.
- CNP remain committed to working in cooperation with our partner Cree Nations, Manitoba Hydro, governments, the Keeyask Contractors and unions, to develop a mutually agreeable process that will include the KCN in the design and implementation of a training and employment strategy that identifies and hires KCN Members in both the trades and non-trade work.